

Domestic Violence Council Meeting
Minutes
May 18, 2000

1. Call to Order

Councilmember Bilsten called the meeting to order at 2:15 p.m. and introductions ensued.

2. Approval of March 22, 2000 meeting minutes

Kathleen Ferraro moved to approve the minutes with corrections; the motion was seconded by Gene D'Adamo. The motion carried.

3. Briefing on current initiatives underway

Work Place Initiative:

Carol Kratz of MAG reported on current work performed under the workplace initiative. Ms Kratz began by reviewing recommendations #6 & 7 from the MAG D/V Plan which discuss the need for a policy manual for employers as well as the need for employers to develop action plans to assist and address workplace violence.

Ms. Kratz reviewed actions underway regarding the workplace initiative. The first item discussed involved the development of the workplace manual. The workplace manual will be available to employers to assist in the development of policies and practices to address and assist victims of domestic violence in the workplace. The workplace manual prototype which was originally developed by the Family Violence Prevention Fund is currently being revised to apply to employers in the State of Arizona. The manual is expected to be completed by June 30th. Along with the workplace manual MAG developed an employer brochure to summarize key elements involving domestic violence in the workplace. The brochure will be distributed to employers to initiate interest in becoming involved in developing protocols in their place of employment.

Lastly, Ms. Kratz reviewed the CCI grant that MAG assisted in applying for which was awarded to the Governor's Office to provide technical assistance to employers in Arizona in developing protocols and policies addressing workplace violence.

Faith-based Communities:

Rev. Deborah Lerner provided the Council with an update of the faith based communities and domestic violence initiative. Rev. Lerner discussed some of the issues around the faith community and their response to domestic violence. Clergy and religious leaders do not understand the magnitude and effects of domestic violence on their congregations. Often times those few who do come forward are told to pray harder or

to return to the abuser. A brochure was developed to provide information to clergy based on the premise that while they are often in the position to help they often do not have accurate information. The brochures along with invitations have already been sent out to 600 clergy to attend the Sarah Buel event on June 15, 2000. Mary Thomson also spoke to the Interfaith Action Coalition to request that they invite members from their interfaith congregations. MAG also sponsored a breakfast at the University Club for Bishops to inform them of the event and request that they encourage members of their community to attend.

The Faith Subcommittee also researched funding and applied for a grant from Philip Morris Doors of Hope to assist in efforts around the October 17th, 2000 *Religious Response to Domestic Violence* Event. Objectives in the grant include development of a manual to faith leaders, educators and other lay leaders in a congregation in dealing with domestic violence. Other objectives involve development of training modules and funding to support the October Conference. We expect to hear about the grant award by July 2000.

Police Chief Michael Carey of Buckeye inquired if the resource material being developed would be available on the Internet for religious leaders. Mary Thomson informed the Council that all of the materials developed will be posted on the MAG website.

Dr. Mary Ellen Bradshaw questioned why we chose to apply for the Philip Morris grant over other funding opportunities. Rev. Lerner indicated that there was also a federal grant through the Department of Health and Human Services but that it was more difficult and required considerably more time to administer. Dr. Bradshaw was concerned about enhancing Philip Morris's image, which she feels is the primary motivation of Philip Morris granting this money to communities. Tracey Bame pointed out that Philip Morris owns other companies which are not tobacco related.

Dr. Bradshaw requested that her objection to the application for the Philip Morris Grant be reflected in the minutes.

The Collaboration:

Stephanie Orr, Chair of the Governors Commission on Violence against Women reviewed the work underway by the Domestic Violence Collaboration. Ms. Orr reviewed how the Collaboration was formed and how it interfaces with the activities of MAG.

The Collaboration along with key members of the employer community began to take an active interest in the issue of domestic violence. Approximately a year ago, key employers convened a series of meetings with service providers to inquire what they perceived was the employers role in this issue. The request of these core group of employers was to attempt to bring all the efforts around domestic violence together as one unified call to action.

The Governor's Commission on Violence Against Women developed an abbreviated workplace manual outlining the actions that employers could take to address domestic violence in the workplace. However,

there was a lack of follow up with employers to provide technical assistance and support to implement the recommendations contained in the manual.

Ms. Orr reviewed the structure and roles of the Collaboration to date. There are five subcommittees:

Subcommittee 1 - Corporate Citizenship Initiative Grant from the Family Violence Prevention Fund. Chaired by Hank Barnes. Involves administering the CCI which was awarded to Arizona to provide technical assistance and support to assist states in establishing model partnerships among domestic violence service providers and employers.

Subcommittee 2 - Call to Action. Call together service providers and request participation on both an internal and external level to respond to domestic violence in their community. Chaired by Stephanie Orr.

Subcommittee 3 - Employer Guide. Development of a workplace manual taken from Family Violence Prevention Fund designed to provide employers with technical assistance in establishing policies and practices to respond to victims of domestic violence in the workplace. Chaired by Mary Thomson.

Subcommittee 4 - Focus Groups. Convene focus groups to get feedback on all facets of the campaign before attempting to gain buy in from CEO's. Chaired by Lori Cooke.

Subcommittee 5 - Public Awareness. Partner with employer community to create a consistent and proven effective message .

Ms. Orr also elaborated on the issue of collaborating with the Violence Prevention Initiative (VPI). She indicated that she will be meeting with chairs and Rick Miller the new executive director for VPI. This would be a great way to bring together more entities doing similar work in the community. VPI also has a direct connection with the Greater Phoenix Leadership which consists of many of the Valleys Corporate CEO's. The CEO buy in is critical if we are to have an effective Call to Action among employers around the issue of domestic violence.

Ms. Orr also stressed the need to take more time in developing the Public Awareness Campaign to ensure that it is effective. She indicated the need to do more research on other Public Awareness Campaigns around the country as well as researching effective messages was essential.

Councilmember Bilsten emphasized the need to work together to ensure that efforts are not being duplicated and opportunities are not being lost.

Gene D'Adamo expressed concern about having met over the last 8 months without any concrete plans in place for the employer community role.

There was also concern expressed over the Attorney Generals public awareness campaign and the lack

of involvement or support from the collaborative. Ms. Orr stated that the Collaborative is concerned about the direction that the Attorney General's Office is taking with the campaign. Many members of the Collaborative feel strongly that the public awareness message should be positive and hopeful. The shelter providers also expressed concern about a public awareness message increasing demand for already limited space.

Tracy Bame also expressed concern over the need to take some action in the near future in order to keep the business community enrolled and involved in our efforts.

Gene D'Adamo cautioned the time table that the collaborative was proposing for the public awareness campaign might jeopardize the ability to secure public service announcement (PSA) time since it occurs after the media have completed their budgets for the upcoming year .

Connie Phillips reiterated that awareness campaigns have often created a larger need for shelter. Last year we turned away almost 20,000 families. We need to work on strengthening other services available to be able to respond to an increase in victims coming forward.

Councilmember Bilsten thanked Ms. Orr for bringing the Council up to date on the work and structure of the Collaborative and requested that she continue to provide future briefings on progress as well as request assistance from the Council completing objectives.

Website:

Suzanne Quigley, Human Services Planner for MAG addressed the need for a local website to provide overall access for service provider contacts, training and resources. The website would be a part of the MAG website. The website would contain the following;

- Information on the Council (Current Initiatives, Agendas, Meeting Minutes, Etc)
- Icons for Downloading Materials and Brochures Developed by the Council
- Basic Information about Domestic Violence
- Myths and Facts about Domestic Violence
- Issues Addressing Elderly Populations and D.V.
- Community Resources and Training.
- A Prototype will be available by June 30 and in place by July.

4. Council progress to date

and

5. New Initiatives to Prioritize

Tom Canasi, Council Co-chair, discussed the importance of maintaining our primary focus which is to complete implementation of the 41 Recommendations in the MAG Domestic Violence Plan. Mr. Canasi briefly reviewed some of the recommendations working toward completion to date:

#29 Development of a Regional Coordinating Council

#8 Faith Based Communities Initiative
#6 & 7 Workplace Initiative
#13 Public Awareness Campaign
#30 Development of a Web Site

Mr. Canasi reviewed the process that occurred over the course of the last three months where action teams convened to develop implementation strategies for other recommendations in the MAG Plan. He noted that there will be 5 more recommendations prioritized based on their level of readiness to be implemented in our community. We have requested that individuals who participated in the action team process present an overview of the implementation strategies developed for the 5 recommendations. The Council will be requested to prioritize 3 of the 5 to bring forth for implementation with the other recommendations currently underway.

Recommendation #1- Annual Training for Hospital Personnel

Dr. Dean Coonrod presented strategies for recommendations #1. Maricopa Medical Center has implemented standardized annual training in their hospital. Dr. Coonrod noted that like the faith community, the health community is equally in need of education and training to respond more effectively to domestic violence. Maricopa Medical Center has achieved CEO buy in and has applied for several grants to fund their innovative domestic violence prevention programs. Dr. Coonrod emphasized that hospitals are also big employers and should be a part of the workplace initiative. Administrators should also be approached to gain buy in for the workplace initiative as well.

The implementation strategy involved surveying the level of training already being implemented in area hospitals and the development of a formal protocol to document the need for yearly trainings. The Council should make a formal request to all administrators from the area hospitals for a formal commitment for annual training of all their hospital personnel and promote the wide spread use of universal screening for domestic violence among all patients.

Dr. Coonrod emphasized the success of this effort will be determined on the level of follow up, training and support to ensure that all hospitals are participating in training their staff about domestic violence.

Recommendation #24 - Crisis Response Teams

Connie Phillips presented the strategies developed for crisis response teams. Ms. Phillips acknowledged that the strategy was modeled after the program developed by Don Peyton with the City of Phoenix. Ms. Phillips complemented Don Peyton on his efforts with the City of Phoenix crisis response. To date, Mr. Peyton has established 250 volunteers for the City of Phoenix crisis teams. Ms. Phillips stressed how victims need referrals to services at the point of contact with police officers. She also pointed out the need to establish a uniform protocol across the region to ensure all entities are working together in a consistent manner. She discussed the issue how often cities and towns cannot afford to maintain staff for the crisis

response teams.

The strategy involves development of a manual of existing resources, identifying resources to establish crisis teams across the valley and across municipal boundaries as well as the use of regional teams to cover several small communities. Ms. Phillips stressed the need for some staff to manage and organize as well as recruit and train volunteers. Roadblocks include a lack of financial resources, collaboration between entities and commitments from city councils.

Recommendation 27 - Offender Treatment and Accountability

Ms. Phillips emphasized the need to make changes in the current system to hold batterers more accountable. She reviewed the first strategy to modify current bench warrant system. Ms. Phillips stressed the need to pursue warrants more aggressively is key to holding batterers more accountable. Under the current system, when the warrant is served there is only one attempt to make an arrest by going to the defendants residence. If the defendant is not there then the warrant is held but no real attempt to make an arrest is made unless they are stopped for a traffic violation. Protocols must be strengthened to pursue an offender and bring him in to face charges.

Another strategy recommended to hold offenders more accountable is to increase awareness of the court watch program through ACADV. This program has served a vital role in increasing awareness to judges regarding accuracy in sentencing and educating them on the current statutes and the effective types of offender treatment programs.

The next recommended strategy would involve all cities in the region to incorporate supervised probation for first time offenders, and issue of warrants for offenders who do not show up. Ms. Phillips discussed the abuses in the current treatment system where some programs allow offenders to sign in and go home. One tactic discussed would occur when an offender doesn't show up for treatment then the treatment provider would be required to immediately notify the court.

A discussion regarding the judicial system ensued. Judge Ehrlich mentioned the fact that Justice of the Peace (JPs) often do not suffer any ramifications for not enforcing statutes since they are elected officials in the state of Arizona.

Recommendation #28 City Based Interdisciplinary Action Teams

Commander Kim Humphrey of AZPOST reported on the strategy for the city based action teams. The team that worked on this strategy and created a manual borrowed from Kentucky's *Model Guide for Local Coordinating Councils*. Cmdr. Humphrey presented the draft copy of the manual developed. Other strategies include contacting cities and smaller communities to notify them of the importance of having a local coordinating council and offer training and assistance to establish one in their area. To date only one local council exists in the city of Phoenix. We can also utilize the MAG Regional Council to gain buy in from

the Mayors in the region on the need to have a local council established in every city in Maricopa County. A majority of the footwork is already completed for this recommendation.

Recommendation #35 - Increase Access to Safe and Affordable Child Care.

Marie Sullivan reported on the strategy for victims to have increasing access to affordable child care. Strategies would include the Council making a formal recommendation to the DES rule making process to broaden the scope of childcare services to victims of domestic violence. Other recommendations to the rule process would request a decrease in eligibility requirements for obtaining child care. Another strategy of the Council would involve a request for additional funds for child care from the Legislature during the next session.

Mr. Canasi recommended that we consider adopting all 5 recommendations to add to the already existing work underway since 2 of the 5 recommendations were either close to completion or required very little action from the Council for completion.

Councilmember Bilsten motioned to approve Mr. Canasi's suggestion and commended all those who participated in the action team process for their hard work and dedication to this effort.

Mr. Pombier motioned and Mr. Carey seconded to approve adopting all 5 recommendations presented to be included in work underway.

6. Announcements

Councilmember Bilsten reminded Council members that MAG will be bringing Sarah Buel back to Phoenix. A schedule of Ms. Buels presentations were listed in their council packets. Ms. Bilsten encouraged all Council members to participate in any of the presentation on the agenda.

Ms. Bilsten also suggested that Council members contact Don Peyton and participate on a ride-along with the City of Phoenix crisis response team.

Mr. Bilsten acknowledged members of the Council for contributions made toward support the Council. She thanked Phelps Dodge for \$10,000 contribution, McMurtry Publishing for donating time and graphics services to completion of the workplace manual, DES for printing the Safety Plan and especially the Action Teams members for all of their dedication and hard work on development of the implementation strategies.

Councilmember Bilsten then opened the floor for comment.

Kathleen Ferraro requested an updated roster of all Council member along with addresses and phone numbers.

Mary Wambach suggested that we take some time during one of the Council meetings to obtain training on the various facets of domestic violence as well as those entities that provide services or interact with domestic violence victims.

Joy Marx Mendoza founder of Chrysalis shelters requested assistance in a project she is spearheading to develop shelter space in churches. She requested access to copy machines as well as any funding for churches who cannot afford to pay for services especially for case management

.

Doreen Nichols from Arizona Coalition Against Domestic Violence Asks that we have representation in each of our committees.

Bilsten: Thank you and God Bless you.